



# STATE OF IOWA

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DEPARTMENT OF EDUCATION  
JUDY A. JEFFREY, DIRECTOR

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For More Information:  
Elaine Watkins-Miller, 515-281-5651  
elaine.watkins-miller@iowa.gov

## **Career Ladder and Pay for Performance Pilot Planning Grants Approved** ***Cedar Rapids, MOC-Floyd Valley and Mount Pleasant to move forward with planning grants***

DES MOINES, Iowa – Today, the Iowa Pay for Performance Commission approved two Iowa school districts, MOC-Floyd Valley and Mount Pleasant, for Pay for Performance Planning grants. In a separate action, the Iowa Department of Education approved the Cedar Rapids Community School District for a Career Ladder planning grant.

In 2007, Senate File 277 designated \$1 million dollars for a maximum of 10 planning grants for career ladder and pay for performance pilot projects. A total of three districts applied for planning grants under this program, with a total request of approximately \$171,000.

Each of these districts will spend the next year developing a system that is designed to pay teachers in a way other than using the traditional salary schedule, which is based on years of experience and amount of education.

The Pay for Performance Planning grant provides funds to develop a system by which teacher pay is based in part on student achievement data.

The Career Ladder Planning grant will provide funds to develop a teacher career ladder system, through which teacher pay is based in part on demonstrating improved skills in the classroom.

The three school districts will have the opportunity to apply for a next round of implementation grants to put in place the systems they design.

The Iowa Department of Education will work with the Iowa Pay for Performance Commission and the school districts to provide oversight, supervision and support. At the end of the third year in this process, these grants will be evaluated to determine the effectiveness of these models of teacher pay.

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*The Iowa Department of Education works with the State of Iowa Board of Education to provide oversight, supervision and support for the state education system, which includes public elementary and secondary schools, nonpublic schools that receive state accreditation, area education agencies, community colleges and teacher preparation programs. The department is committed to high levels of learning, achievement and performance for all students, so they will become successful members of their community and the workforce.*